

Eckman, a rector in Maryland and the bishop's assistant for lay ministry development, told of that diocese's development of a total ministry support system which incorporates identification of gifts for ministry, training, theological preparation and spiritual formation.

In the final presentation, Bishop Jones stressed the point that recruitment must be keyed, at all levels, to a "rational and intentional process." He called for aggressive recruiting by the diocese while echoing the need for the diocese to be able to say "no" or to re-channel gifts.

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